

WASHINGTON STATE
DEPARTMENT OF PERSONNEL
A P P R O V A L L E T T E R



STATE OF WASHINGTON
DEPARTMENT OF PERSONNEL

521 Capitol Way South, P. O. Box 47500 • Olympia, Washington 98504-7500 • (360) 664-1960 • FAX (360) 586-4694

June 30, 2008

Robin Arnold-Williams, Secretary
Department of Social and Health Services
OB2
PO Box 45130
Olympia, WA 98504-5130

Dear Ms. Arnold-Williams:

The Governor's Affirmative Action Policy Committee (GAAPCOM) has approved your Affirmative Action Plan for the 2007-2009 reporting period.

We appreciate the Department of Social and Health Services (DSHS) continued support and commitment to affirmative action and diversity.

The GAAPCom would like to recognize and thank Anita Jones for her perseverance and preparation of the Affirmative Action Plan. Anita's work on realigning data availability to better match the DSHS workforce was complex, but can lead to better results. The committee would also like to recognize Anita's efforts to create action plans for each division regarding Affirmative Action & Equal Opportunity. The committee would also like to recognize and thank Frances Carr for her support for Anita's efforts and her leadership in affirmative action and diversity to the Executive team at the DSHS.

We commend the Department of Social and Health Services for the following:

- Management's continued commitment and leadership towards Affirmative Action, Diversity, Equal Access and Opportunity issues through their actions in seeking detailed data on the workforce and collaborations with community groups, tribes and organizations.
- We especially appreciate the Diversity dialogues sponsored by the agency for employees and employees in other state agencies. This initiative is an example of commitment the agency has towards engagement and the importance of critical conversations around diversity topics.
- The agency's efforts in looking more closely at the systemic issue dealing with the lack of nursing degrees and the diversity within the graduate pools. Consideration of partnering with other agencies affected by this issue.

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APPROVAL LETTER, *CONTINUED*

- Partnering with the UW School of Nursing to source nursing candidates.

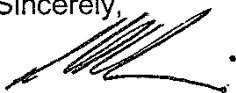
We recommend the following:

- The AA Update includes a report on DSHS efforts to attract nursing students and job seekers with a nursing background.
- The agency partner with other agencies struggling to recruit for nursing positions such as the Department of Corrections.
- The agency continues to review hiring policies and practices for potential artificial barriers.
- Conduct ongoing reviews of DSHS employment practices to ensure accessibility and career-development opportunities for persons with disabilities.
- We also encourage partnership with the following to further develop liaisons that will enhance your recruitment efforts:
 - ✓ The Department of Personnel Diversity and Veterans' Recruiter
 - ✓ Veterans' Job Fairs through the existing efforts by Work Source veterans employment coordinators.

Your agency's Affirmative Action Update is scheduled for submission to the Department of Personnel in August 31, 2009.

If you have any questions, please call La'Tonja Hunter at 360-664-6228.

Sincerely,



Lourdes E. Alvarado Ramos
Chair

Cc: Frances Carr
Anita Jones
Glen Christopherson
Cherie Willhide
La'Tonja Hunter